



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: CEO
Department No.: 012
For Agenda Of: December 8, 2015

Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Robert MacLeod, Interim Human Resources Director, 568-
Director(s) 2805
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: ***Terms and Conditions of Employment: SEIU Local 620***

County Counsel Concurrence

As to form: N/A

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions: That the Board of Supervisors:

- A. Approves the tentative agreement in Attachment A between the County and the Service Employees International Union, Local 620, for a 5% equity adjustment for certain classifications that are at least 20% below their survey market, and related impacted classifications, effective December 7, 2015 and for a subsequent \$200 one-time lump sum payment to employees receiving the 5% increase; and
- B. Determines that the above action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines section 15378(b)(2) because it consists of general policy and procedure making that will not result in changes in the environment.

Summary Text:

The recommended actions provide a 5% equity wage increase, effective December 7, 2015, to certain classifications with salaries at least 20% below their survey market, and related impacted ("ripple") classes, which is consistent with agreements reached with other bargaining units this year. The recommended actions affect approximately 173 employees in 28 job classifications represented by the Service Employees International Union, Local 620, and in addition provides each of these employees with a one-time lump sum cash payment of \$200 to

be paid as soon as practicable thereafter and no later than January 28, 2016. A list of the 28 job classifications appears below and in Attachment A.

	Job Classification
1	ADMHS Case Worker
2	ADMHS Recovery Assistant
3	ADMHS Rehabilitation Specialist
4	ADMHS Team Supervisor - Case Worker
5	ADMHS Team Supervisor - Rehabilitation Specialist
6	California Children's Services Caseworker
7	Health Education Assistant
8	Health Education Assistant, Senior
9	Health Educator
10	Heavy Equipment Operator
11	Heavy Truck Driver
12	HVAC Specialist
13	Public Administrator/Conservator I/II
14	Public Administrator/Conservator/Veterans Supervisor
15	Public Health Caseworker
16	Refuse Checker
17	Refuse Checker, Supervising
18	Refuse Inspector
19	Refuse Leader
20	Refuse Supervisor
21	Social Services Case Aide
22	Wastewater Plant Operator I/II
23	Wastewater Plant Operator III
24	Wastewater Plant Operator, Chief
25	Wastewater Plant Operator, Supervisor
26	Wastewater Plant Operator, Trainee
27	Water and Sewage Plant Operator I/ II
28	Water and Sewage Plant Operator, Chief

Background:

The Service Employees International Union, Local 620 (Local 620) represents approximately 1915 employees in 265 separate job classifications in Santa Barbara County (the County). Section 17 of the current Memorandum of Understanding between the County and Local 620 allows the union to request in February each year that the County review the salary placement of up to twelve job classification series for potential equity wage increases. A job classification series may include several individual classifications, e.g. Planner I, Planner II, Planner III, and Supervising Planner would all be part of the Planner job class series. When the salary for one classification in a job series is increased, typically wages for other classifications in the series and for closely related classifications where there is mutual interest between the labor

organization and the County in maintaining salary relationships are also adjusted. These are sometimes referred to as “ripple classes.”

The County and Local 620 began negotiations for potential increases in April 2015 and were unable to reach agreement as of September 2015. On September 9, 2015, Local 620 gave the County a last, best and, final offer, which the County rejected at the next meeting on September 23, 2015. At that time Local 620 declared impasse and requested that the parties seek the assistance of a mediator from the California State Mediation and Conciliation Service. The parties met with a mediator on October 22, 2015 and again on November 12, 2015, at which time the mediator recommended a settlement agreement that was later codified in the tentative agreement in Attachment A.

Fiscal and Facilities Impacts:

Budgeted: No

Fiscal Analysis:

The recommended 5% equity wage increase affects approximately 173 employees in the following departments: Alcohol, Drug, and Mental Health Services, Community Services, General Services, Public Health, Public Works, Social Services, and Treasurer-Tax-Collector-Public-Guardian. The total estimated cost of this 5% recommended equity wage increase is approximately \$383,000 (of which \$26,000 is General Fund) for the remainder of Fiscal Year 2015-16 and approximately \$664,000 (of which \$45,000 is General Fund) annually beginning in Fiscal Year 2016-17. The estimated cost of \$200 one-time lump sum payments to 173 employees is approximately \$37,000 including employer contributions to Social Security and Medicare. Given vacancies and anticipated salary savings in the impacted departments, the increased costs will be absorbed and managed within their current year budget allocations.

SEIU 620 Equity Adjustment			# Employees	Cost of Increase	Discretionary GFs	% of GF
FY 2015-16:						
SEIU 620 - 5% Equity	Partial Year	173	\$ 383,000	\$ 26,000	6.8%	
\$200 per Employee	One Time	173	\$ 37,000	\$ 2,000	5.4%	
			\$ 420,000	\$ 28,000	6.7%	
FY 2016-17:						
SEIU 620 - 5% Equity	Full Year	173	\$ 664,000	\$ 45,000	6.8%	

Attachments:

Attachment A: Tentative Agreement between the Parties

Authored by: Joseph Pisano

cc: Mona H. Miyasato, County Executive Officer
Robert W. Geis, Auditor-Controller
Michael C. Ghizzoni, County Counsel
County Department Heads